

Familiarization Programme for Independent Directors (FY 2025–26)

During the financial year 2025–26, the Independent Directors were familiarized with the Company's business, operations, governance practices, and evolving AI and software technology landscape through structured presentations and interactions with senior management.

The programme covered the following areas:

- Business strategy with focus on AI-driven solutions, software services, and industry trends
- Overview of products, platforms, and technology offerings, including developments in artificial intelligence and digital solutions
- Market landscape, client segments, and growth opportunities in the technology sector
- Financial performance and key business metrics
- Corporate governance framework and regulatory updates
- Enterprise Risk Management, including technology and cybersecurity risks
- IT infrastructure, data security, and digital transformation initiatives
- Human resources strategy, talent management, and succession planning

As part of the programme, Independent Directors were also provided with an induction and relevant documents to enable a comprehensive understanding of the Company. The following information was shared:

- Key policies of the Company through a Policy Handbook covering various business and governance aspects
- Organizational structure along with profiles of the Board of Directors and Senior Managerial Personnel
- Memorandum of Association and Articles of Association
- Annual Reports for the preceding three financial years
- Brief profile of the Board of Directors
- Roles, responsibilities, and duties of Directors, including necessary disclosure requirements
- Code of Conduct for Directors and Senior Managerial Personnel
- Note on Directors' roles and responsibilities
- Updates on applicable statutes and regulatory requirements
- Contact details of Directors, Senior Managerial Personnel, and their respective support teams

Summary of Familiarization program to Independent Directors

Total no. of hours spent on familiarization program in the financial year 2025-26	Approx. 20 hours
Cumulative no. of hours spent upto FY2025-26	Approx. 40 hours
No. of Programs attended in the financial year 2025-26	15
Cumulative Programs upto FY 2025-26	25

The familiarization programmes were conducted through Board and Committee meetings, dedicated sessions, and presentations by senior management, including technology-focused discussions where relevant.